

September 2017
From the 4-H Youth Development Advisor



Results from the 4-H Environment Survey 2017

An organization – like 4-H – is shaped by the people who contribute their time and energy to its work. These individuals interact together, affecting the experiences of its members. Individuals, as well as the organization’s mission, influences the experiences individuals have in the organization, both positive and negative.

We set out to assess 4-H volunteers, members, and parent’s perceptions of the 4-H organizational climate and program quality during the 2016-17 program year in the North Bay (Marin, Sonoma, and Napa). Through a Qualtrics survey sent to every email address in the 4hOnline enrollment system (1,952 total emails), we received 181 survey responses (82 Sonoma, 20 Marin, 49 Napa, and 30 no county entered) from 13 members, 64 parents, and 78 leaders (26 no data).

Summary of Findings:

- **Mission and Brand:** 89% agreed that 4-H’s image is that of a high quality youth program; while 72% agreed 4-H is innovative in developing new ways to serve youth.
- **Leadership:** 70% agreed the 4-H office staff are approachable; 56% agreed the County 4-H council executive board members are approachable; more concerning was variance in responses to ‘conflict is managed well in 4-H’ (21% disagreed, 35% neutral, 45% agreed).
- **Communication:** 63% agreed they feel informed about changes that affect them in 4-H
- **Satisfaction, Belonging, and Pride:** 94% agreed they are committed to the 4-H program; 93% are proud to be part of 4-H; but only 77% feel appreciated in the 4-H program.
- **Training:** 62% get the training they need to do their 4-H volunteer position well
- **Respect:** 82% feel valued by their 4-H peers; 64% feel free to express their opinions without worrying about negative responses (21% disagreed); 19% reported experiencing exclusionary, intimidating, offensive, or hostile behavior in 4-H (with reports that this behavior occurred at 4-H Club meetings, Council meetings, and at the 4-H Office).
- **Program Quality**
 - 4-H Meetings: 89% agreed mental and emotional safety is promoted; 95% agreed youth have opportunities to develop a sense of belonging.
 - 4-H Projects: 89% agreed project leaders support youth in building skills.
 - Youth Leadership: 94% agreed youth have opportunities to collaborate and work cooperatively with others

These findings will help the 4-H office and Council Executive Boards prioritize program improvements during the coming 4-H program year. For the full report, please visit: <http://cesonoma.ucanr.edu/files/267669.pdf>

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